

ETITO TRAINING UPDATE

START OUT AS YOU MEAN TO CARRY ON

HEADING INTO A NEW YEAR IT'S CRITICAL THAT THE INDUSTRY REMAINS COMMITTED TO TRAINING FOR THE FUTURE. BUT WHAT'S MORE IMPORTANT THAN TAKING ON AN APPRENTICE? TAKING ON AN APPRENTICE WHO'S LIKELY TO SUCCEED! BY PAYING ATTENTION TO HIRING THE RIGHT PEOPLE, GLENN ROBERTS ELECTRICAL IN NELSON IS DOING EXACTLY THAT.



Josh Roberts of Glenn Roberts Electrical

Glenn Roberts Electrical has a history of training apprentices, having trained more than 10 over the past 17 years! According to Josh Roberts, who's taken over the business from his father Glenn, they aim to take on one apprentice every year. Josh says that in the past most applications for apprenticeships have been 'walk-ins', but in order to get a larger pool of candidates, over the last few years the company's taken to advertising in the local paper. This is something Paul Hollings, ETITO Industry Training Manager – Electrotechnology and Telecommunications, applauds. "With more candidates there are more options and the chance of finding someone keen, talented and deserving is much greater."

After short-listing the candidates based on their CV's, Josh calls a handful of 'would-be' apprentices in for an interview. "We get them in and look at their background, whether they're clean and tidy, and most importantly, we find out why they want to be an electrician.

We need to be sure they're looking at an apprenticeship as something more than a 'filler' job to make money. They have to be interested in electrotechnology as a career." Josh also looks for the 'practical-bent' that tradespeople must have. "They need to be able to tell one end of a screwdriver from the other – so we look for evidence that they have a practical interest or background, like parents who are tradespeople or good marks in their technology class at school."

Josh also takes an interest in the candidates' academic ability. "We do pay attention to their school marks. They don't need to be a genius, but it's important they have that ability because such a large portion of the apprenticeship is theory based." Paul agrees, "It's not just workplace learning, there are night classes, block courses and a lot of self-directed study to contend with too. In order to succeed, the candidate should have no less than 12 credits in Maths, Science and English in Level 1 NCEA or better."

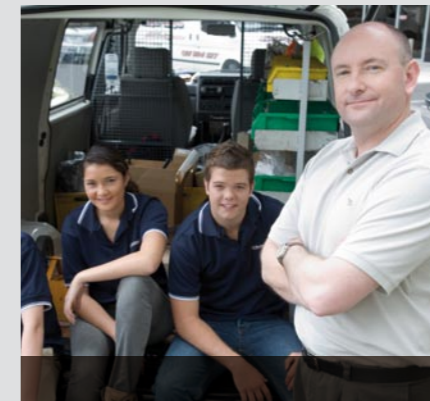
With the interviews complete, Josh whittles the list down to one or two candidates he would like to take on. But rather than hire them right away, he takes them out on the job for a couple of days work experience. "How they do on those couple of days is what we base a lot of our final decision on. Do they show up on time? Do they spend half of the day texting? You can get a pretty good picture of how suitable they are after those couple of days."

Josh is pleased to say that their way of doing things has worked well for them. "We've trained a lot of apprentices and on the whole it's always been successful." His advice to others? "At the end of the day, it's about using your common sense – taking on an apprentice is a big investment, and if you do it well it's going to give you a lot in return."

If you want to find out more about ETITO's apprenticeship training system then contact your ETITO regional training manager.

RECRUITMENT ADVICE?

WE'VE GOT IT!



Finding someone with the right aptitude for an apprenticeship is easy, if you know where to look. That's why ETITO recommends making an ETITO training manager your first contact.

ETITO's training managers have a wide network of connections with polytechnics, schools, other employers and local people looking for an apprenticeship. "They're likely to be able to put you in touch with someone seeking an apprenticeship, or at the very least, they can explain how the training system works, and give advice on how to select the best candidate," suggests Paul Hollings, ETITO Industry Training Manager – Electrotechnology and Telecommunications.

An ETITO training manager can also point you in the direction of a student who's completed ETITO's Gateway programme – an initiative designed to give high school students on-the-job electrical experience. Some of these students may have also gained the Electrotechnology 101 foundation certificate, which indicates that they have the practical and theoretical ability and enthusiasm to begin an apprenticeship.

If you're keen to get in touch with one of these enthusiastic young people [or would simply like some recruitment advice], contact your ETITO training manager.

WHO IS ETITO?

ETITO is the industry training organisation for seven industries, including Electrotechnology.

Recognised by industry and government as your national standards setting body, ETITO designs national qualifications; develops and manages training and assessment programmes; and provides government training subsidies to support the cost of training apprentices.

ETITO's national training manager network provides invaluable advice and support to apprentices and employers where it's needed most – out in the field. Whether it's helping you fill out a Training Agreement, sorting out any concerns you may have about the apprentice or ensuring the Workplace Logbook is filled out correctly, our training managers support both apprentices and employers throughout every stage of the apprenticeship programme.

Our dedicated customer service administrators provide a wide range of advice and office-based support for both apprentice and employer – from registering Training Agreements and arranging off-job training courses to sending out progress reports and registering credits with the New Zealand Qualifications Authority [NZQA].

To find out more about ETITO visit www.etito.co.nz

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